

Employer Advisor

OVERVIEW OF UNEMPLOYMENT BENEFITS

As an employer in the state of Utah, you may be familiar with how unemployment insurance (UI) contributions work. But, have you ever wondered how the UI process works for those who need to claim unemployment benefits, or how this claims process may affect your business?



When an individual files for unemployment benefits, first a monetary determination is issued based on wages earned in the first four of the last five completed calendar quarters (i.e., the “base period”). This monetary determination defines both the weekly amount this individual (i.e., “claimant”) may be eligible for (up to \$543 per week) and the number of weeks (up to 26) that the claimant may be eligible to receive benefits. The claimant must also complete an unpaid waiting week before drawing any benefit. The amount of unemployment benefits the claimant actually receives is called the “benefit cost.”

The benefit costs of the unemployment claim are prorated among the employers whose wages make up the claimant’s base period earnings. So, if a claimant worked for one employer during that time, that employer could be liable for 100 percent of the benefit costs. If the claimant earned an equal amount from two separate employers, they could each be liable for 50 percent of the benefit costs. A “Notice of Claim Filed” is sent to each base period employer to give them an opportunity to request relief of charges.

The sooner a claimant returns to work, the less benefit is paid out. This results in a lower benefit cost to an affected employer. Because benefit costs also factor into an employer’s unemployment contribution or tax rate calculation, lower benefit costs also lead to a lower overall contribution rate.

For the 2017 calendar year, Utah was one of the top 10 states for the lowest duration rate (the average number of weeks claimants draw unemployment benefits) and lowest exhaustion rate (the percentage of claimants drawing the maximum amount of benefits to which they are entitled). We believe these successes are due to the integrated services provided by the Department of Workforce Services supporting Utah’s quality workforce.

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jobs.utah.gov/wi



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HELPING QUALIFIED WORKERS BECOME RE-EMPLOYED FASTER



Funded entirely by dedicated employer contributions, Utah's Unemployment Insurance Program provides qualified workers — who are unemployed through no fault of their own — temporary benefits to help bridge the gap between jobs. We administer the federal Reemployment Services and Eligibility Assessment (RESEA) Program to help individuals receiving unemployment benefits get back to work sooner; which, in turn, helps save employers' tax contributions in the state's Unemployment Compensation Trust Fund.

Individuals receiving unemployment benefits must be able and available to seek and accept full-time work. RESEA takes this one-step further by identifying and aiding those who are most likely to exhaust their unemployment benefits. Participation in RESEA is mandatory for these individuals, and includes eligibility reviews, employment assessments, counseling and coaching, and referrals to other Workforce Services or community resources to aid in their job search.

RESEA counselors are able to provide customized support to these individuals, arming them with detailed, step-by-step guidance for a higher rate of success. Since RESEA began in 2010, counselors have met with more than 60,000 individuals. On average, RESEA job seekers find work sooner than those who have not gone through the program. It is estimated that RESEA has saved more than \$12 million in the Unemployment Compensation Trust Fund.

RESEA: By the Numbers

2 Primary Goals

- Assist in the reemployment of claimants receiving Unemployment Insurance benefits to get them back to work sooner
- Preserve the money in the state's Unemployment Insurance trust fund

 **60,000+**
individuals served

 **\$12 million**
saved

 **26 locations** conducted in-person employment counseling sessions